

I feel a need, following Friday's session to provide a more complete response to Ms. Camacho's question. At that time I had just presented to the panel a list of 15 names that I would like to see remain in the pool of 60.

She asked: "Any specifics on why you selected these ..."

In response, I stated that the list of names I provided were my "opinion" based on having observed every interview and on the application materials submitted by and for the applicant. My information sources are the same as those being used by the Panel..

The process I followed is:

1. Early in the selection process I created a database to keep track of the applicants remaining in the pool. There were 314 applicants at that time. The database contains demographic information, the weight of prior recommendations by the panelists (3, 2, 1, 0) and some comments which aided me in understanding who they were. These comments were derived from the candidate's application materials.
2. During each interview, I took notes to record my observations on the attitude and suitability of each candidate relative to the requirements and needs of the Commission. Such things as unlimited availability or not, an understanding of Communities of Interest, past or current association with legislators, biases detected, familiarity with redistricting processes and materials. These were some of the types of notes that I recorded in my database.
3. At the conclusion of each interview, I assigned a number from 0.0 to 10.0 to each applicant. This was my "instant assessment" of that applicants' suitability to be a Commissioner as I saw it at that moment. Zero was the good side of this scale and values closer to ten indicated there was a problem or the individual was unsuitable ... in my opinion.
4. Periodically (about once a week), I reviewed the list by re-inspecting the top end of each of the three lists (Democrat, Republican and Other). I was looking at any of the applicants having a ranking value of five or less. In this review, I would look at my notes for adjacent candidates (ex: two candidates ranked with as 2) and use that information to adjust their ranking relative to one-another. Typically, one would be stronger than another, so the weaker candidate's ranking would be reduced (a higher value assigned). I would continue this process until the top five on each list was free of candidates having equal ranking.
5. Following the final interview, I did the review one more time and made some final adjustments. The top five from each of the three categories were then selected for presentation to the Panel.

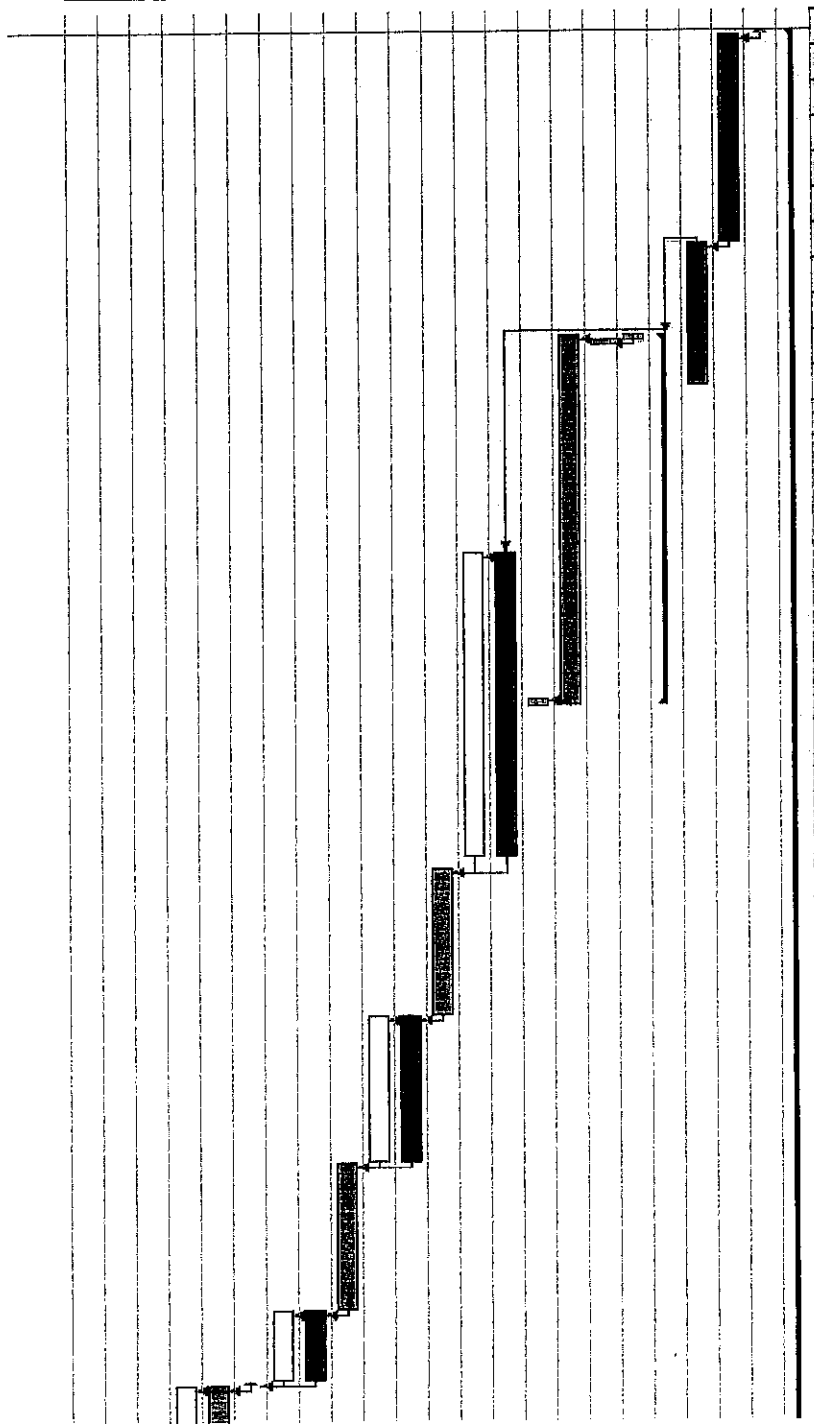
Project

2010

2011

46	47	48	49	50	51	52	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33
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CRC2010
Start
Pick 6
Organize & Hire
Collect COI
Mtg - San Diego
Mtg - Los Angeles
Other COI Mtgs
Mtg - Redding
Make Trial Maps
Start Report
Take Testimony 1
Revise Maps 1
Revise Report 1
Take Testimony 2
Revise Maps 2
Revise Report 2
Publish to DOJ
Sell Maps
Finalize Report
Finish
Change Law?
Best Practices 2020



34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	5
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